

# A Study on Labour Welfare Practices at Essilor Manufacturing India Private Ltd, Bengaluru

Dr.K.B.Ravindra

Guest Faculty, Sri.Kongadiyappa College PG Centre, Doddaballapur, Karnataka, India

---

## Abstract:

Labour Welfare and Social Security are two vital tools which ensures the well being of Employees and Workers in a Organisation. A study on Labour Welfare and Social Security is an effort to be perfect in the art of managing people and in the present times the most important Management is People's Management. Rapid Industrialisation and Economic Growth has resulted in the rise of great number of industries, a large workforce and a new industrial society. The importance of Labour Welfare in Industrialisation and Economic Development has been recognised globally. All these factors have a considerable bearing on the growth of Labour Welfare in our country. The ideal of a Welfare State has added new dimensions to the Labour Welfare Philosophy. There have been great disruptions in Organisations due to Covid 19 and firms all over the world are expecting HR not only to facilitate in reshaping the organisational culture but also to inculcate the mindset among employees to strive to achieve stability and sustenance. In this background a detailed study on Labour Welfare and Social Security has been conducted at Essilor Manufacturing India Pvt Ltd a French Multinational Organisation manufacturing Optical Equipment operating at Bengaluru. Primary Data collected from 100 respondents covering all levels and departments has revealed that the company has provided satisfactory Welfare and Social Security amenities to its Employees and Workers. However, there are certain areas where Employees and Workers have expressed dissatisfaction/ partial satisfaction and it would be in the interest of the Organisation to look into these areas and further enhance the Welfare and Social Security benefits being provided by the company to its Employees and Workers

**Keywords:** Company, Employee, Industrialisation, Labour Welfare, Social Security, Worker

---

Date of Submission: 13-02-2024

Date of acceptance: 28-02-2024

---

## I. Introduction:

Labour Welfare implies the setting up of minimum desirable standards and the provisions for facilities like Health, Food, Clothing, Housing, Medical Assistance, Education, Insurance, Job Security, Recreation and so on. Such welfare facilities help the Employee/Worker to lead a good work life, family life and also social life.

The Oxford Dictionary defines Labour Welfare as “Efforts to make life worth living for workmen”.

In the Report II of the International Labour Organisation Asian Regional Conference, it has been stated that worker's welfare may be understood to mean “Such services, facilities and amenities which may be established outside or in the vicinity of undertakings to enable the persons employed therein to perform their work in healthy and congenial surroundings and to provide them with the amenities conducive to good health and high morale”.

Elements of Labour Welfare:

To provide to the workers a better life and health

To relieve the workers from industrial fatigue

To improve the intellectual and cultural living conditions of the employees

To make workers happy, efficient and contented.

Labour Welfare is a dynamic concept because new welfare measures are added to the existing ones with the passage of time

The Government has recently clubbed all acts relating to Labour Welfare and called it as Occupational Safety, Health and Working Conditions Code, 2020.

#### Social Security:

In the present time insecurities of life has increased to a great extent and to safeguard the individual and the society from these uncertainties, Social Security has become very essential. It is a security that society furnishes through appropriate organisation against certain risks to which its members are exposed.

Sir William Devergidge defines Social Security as “Social Security is a attack on five giants namely Want, Disease, Ignorance, Squalor and Illness”.

The International Labour Organisation defines it as “By Social Security we undertake a programme of protection provided by society against those contingencies against which a individual of small means cannot effectively provide by his own ability and foresight”.

#### Features of Social Security:

It covers a wide range of health and welfare services

A comprehensive scheme of Social Security consists of Social Insurance and Social Assistance.

It provides protection against all ordinary risks of life and special risks of employment

It provides financial help in case of contingencies such as Unemployment, Maternity, Work Injury, Industrial Disease, Old age, Widowhood, Orphanhood etc.

The Government has recently clubbed all Social Security acts and named it as the Social Security Code, 2020.

#### Statement of the Problem:

It is very important to provide good Welfare and Social Security facilities in an Organisation as these have a direct impact on Motivation and Morale of an employee/worker. In the absence of proper Welfare and Social Security amenities, employees and workers suffer from low Motivation and low Morale which adversely affects the productivity of the employees and workers. Poor productivity in turn adversely affects sales revenue and profitability. Various studies have revealed that in organisations where there are improper Welfare facilities, Absenteeism and Employee/Labour turnover is quite high. If an Organisation provides good welfare facilities it will greatly help to reduce Absenteeism and Labour Turnover. If an Organisation does not provide good safety facilities it will incur unnecessary and huge costs relating to hospitalisation expenses of workers. These expenses can be avoided by providing good safety facilities to the workers. In the absence of good medical facilities it will be difficult for organisations to have a healthy workforce and an unhealthy workforce adversely affects the efficient working of the organisation. An organisation providing good medical facilities will have a healthy workforce which will strive to work for the success of the organisation.

#### Objectives of the Study:

- a) To get an insight into the concept of Labour Welfare and Social Security
- b) To make a detailed study of the various Labour Welfare and Social Security amenities provided by Essilor Manufacturing India Pvt Ltd to its Employees and Workers
- c) To assess the awareness and needs of the Employees and Workers regarding the Welfare and Social Security facilities
- d) To find out the satisfaction level of Employees and Workers regarding the various Welfare and Social Security benefits being provided by the Company
- e) Based on the study, to offer suggestions to improve and enhance the Welfare and Social Security amenities being offered by the company to its Employees and Workers

## II. Research Methodology

The study has been conducted by using both Primary Data and Secondary Data

Primary Data has been collected from 100 Employees/Workers covering all Departments and Levels by using simple random sampling and by administering a Structured Questionnaire

Secondary Data has been collected through various Journals, Magazines, Text Books, Company Reports, Websites etc

## III. Review of Literature

**D.Rajashekhar and A.Krishna Sudheer (2017)** in the research article “A Study on Labour Welfare Measures in Private Enterprises of Ambattur Industrial Estate, Chennai” have analysed the welfare facilities provided by the selected Manufacturing Units in Ambattur Industrial Estate. The study was empirical and descriptive in nature and survey technique has been used to collect data. The sample size was 100 respondents from various units in the industrial estate selected by using simple random sampling technique. Primary data has been

collected by using a structured questionnaire administered to the respondents at the work place. The main objective of the study was to find out the satisfaction level and also the employees/workers expectations towards labour welfare schemes in the selected private enterprises

The study has revealed that the overall opinion of the respondents regarding welfare measures provided by the enterprises has been quite satisfactory. However, based on the findings the authors have given the following suggestions:

- a) Improvement is required in training facilities as nearly 36% of the respondents have expressed a average/poor (30 percent said average and 6 percent said poor) opinion about training programmes in the respective units
- b) Around 45% of the respondents have expressed a average/poor opinion (42% said average and 3% said poor) about loans provided by the enterprises and improvement is needed in this area
- c) Around 43% of the respondents have expressed a average/poor opinion (40 percent said average and 3 percent said poor) about the quality of food in the canteen. The management should take steps to provide food which has high nutritional content in the canteen
- d) Around 60% of the respondents have expressed a average/poor opinion (50% said average and 10% said poor) about First Aid facilities, Ambulance and Dispensary. The management should take immediate steps in this regard
- e) Around 40% of the respondents have expressed a average/poor opinion (35% said average and 5% said poor) about regular health check up for employees/workers. The management should take steps to conduct periodical health check up for all employees and workers to ensure a healthy workforce
- f) Finally around 42% of the respondents have expressed a average/poor opinion (38% said average and 4% said poor) about safety measures in the industrial units. The management should take immediate steps to enhance safety measures in their respective enterprises

**Mani Verma and A.Rajendran (2018)** in the study “Labour Welfare Measures in Shasun Chemical Industry in Cuddalore in Tamil Nadu” have evaluated the satisfaction level of employees towards welfare measures offered by the company and the impact of welfare measures on job satisfaction and employee morale. The sample size was 216 respondents selected by using simple random sampling. A structured questionnaire has been administered to the respondents. Data has been analysed by using tabulation, percentages, correlation and Cronbach Alpha

The study has revealed the following

- a) Majority of the respondents are satisfied with ventilation/humidity, noise, hazard free environment, working hours, workload, safety equipment, cash benefits, rest rooms, recreation facilities and medical facilities
- b) Improvement is needed in the areas of transport facilities, family welfare, refreshment, uniforms, amenities for washing clothes, fire prevention, emergency preparedness, hygiene and sanitation
- c) The response of the respondents was significantly affected by factors like age, educational status, work department, duration of job and salary level.
- d) The welfare measures have a significant impact on job satisfaction and employee morale
- e) It was also revealed that there was no proper feedback system to assess the satisfaction level of employees regarding various welfare measures offered by the company. The authors have suggested that a good feedback mechanism will greatly help to improve the existing welfare facilities in the company.

### **Major Findings of the Study**

#### **Personal Details**

1. 76 percent of the respondents are male and 24 percent are female. Since the company is a manufacturing company, majority of the respondents are male
2. 12 percent of the respondents are in the age group of 18-24, 31 percent are in the age group of 25-35, 30 percent are in the age group of 36-45 and 27 percent of the respondents are more than 46 years old.
3. 16 percent of the respondents have passed SSLC, 14 percent have passed PUC, 20 percent hold a Diploma, 26 percent have a degree and 24 percent hold a Post Graduate/Professional Degree
4. 8 percent of the respondents have a work experience of fewer than 5 years, 18 percent have a work experience of 5-10 years, 16 percent have a work experience of 11-15 years, 15 percent have a work experience of 16-20 years and 43 percent of the respondents have a work experience of more than 20 years.

**Canteen Facility:**

1. All respondents have stated that there is a Canteen in the Factory
2. 52 percent of the respondents have stated that they are not satisfied with the quality of the food provided in the Canteen. They have also stated that the taste of the food needs improvement.
3. 76 percent of the respondents have stated they are satisfied with the quantity of food served in the Canteen. However, Employees/Workers have complained that sometimes there is shortage of food causing inconvenience to them. Respondents have also complained that there is shortage of Plates, Glasses, Spoons etc.
4. 82 percent of the respondents have stated that they are satisfied with the price charged by the Canteen Management
5. 52 percent of the respondents have stated that service and seating arrangements in the Canteen needs improvement.
6. 54 percent of the respondents have stated that improvement is needed in Cleanliness and Hygiene in the Canteen
7. 74 percent of the respondents are satisfied with the Ventilation arrangements in the Canteen
8. 56 percent of the respondents have stated that food served in the Canteen has only an average effect on their health and productivity.
9. 66 percent of the respondents have stated that the Menu is monotonous and more variety is needed in the menu along with side dishes.
10. 82 percent of the respondents have stated that there have been no major incidents where food served in the Canteen had resulted in health disorder for the employees/workers

**Medical Facilities:**

1. All respondents have stated that there is a Doctor in the Factory but only on a part time basis but there is a Nurse who is on full time duty
2. All respondents have stated that there is a Ambulance in the Factory Premises
3. All respondents have stated that for lower level employees there is ESI facility and for higher level employees there is a Mediclaim Insurance facility
4. Respondents have suggested that the existing Medical Insurance Policy should also cover the total family health for pre existing diseases like BP, Diabetes, Cholesterol etc
5. All respondents have stated that the Company is arranging Free Medical Checkup for Employees and Workers once in a year
6. Respondents have suggested that Injection, Glucose etc should be provided in the factory itself for sick employees/workers in case of emergency instead of taking them to a Hospital for providing Injection, Glucose etc.
7. All respondents have stated that providing good medical facilities will improve employees/workers productivity

**Safety Facilities:**

1. 48 percent of the respondents have stated that they are only moderately aware of the Company's safety measures/policies as required by the Factories Act
2. All respondents have stated that they are being provided with Safety/Protective equipment as per requirements
3. 42 percent of the respondents have stated that more safety training programmes should be conducted by the management
4. All respondents have stated that accidents are very few and accidents are being properly investigated and preventive measures taken by the company
5. Most of the respondents have stated that there is no Safety Suggestion Scheme in the factory
6. 86 percent of the respondents have stated that there is no disparity in safety facilities between higher level, middle level and lower level employees
7. All employees/workers have agreed that providing good safety facilities will help to improve the health and productivity of employees/workers.

**Other Welfare Facilities:**

1. 87 percent of the respondents have expressed satisfaction regarding Sitting Facilities and Toilets.
2. 62 percent of the respondents have stated that improvement is needed in the areas of Washing Facilities and Storing and Drying Facilities for Clothes
3. 84 percent of the respondents have expressed satisfaction regarding Cleanliness, Hygiene, Sanitation and Disposal of Wastes and Effluents

4. 62 percent of the respondents have stated that improvement is needed in the area of providing Rest Room to employees and workers
5. 82 percent of the respondents have expressed satisfaction regarding Ventilation, Temperature, Lighting and Prevention of Dusts and Fumes
6. 76 percent of the respondents have expressed satisfaction regarding Maintenance of Factory and Office Building, Leave Facilities, Working Conditions & Environment, Prevention of Over Crowding and Accident Compensation
7. 65 percent of the respondents have stated that improvement is needed in the areas of Sports and Recreation, Libraries and Officers/Workers Clubs
8. 68 percent of the respondents have expressed satisfaction regarding Grievance Handling Procedure and Harassment Handling Procedure
9. All the Contract/Temporary Employees and Workers (Around 50 percent of the total employees/workers) have expressed concern about Job Security and lack of welfare facilities that are available to permanent employees
10. The company is not providing Housing facilities to its Employees and Workers and House Rent Allowance is being provided in lieu of Housing facilities
11. The Company is not providing Educational Facilities to the children of Employees and Workers
12. The Company does not provide a Employees/Workers Co-operative Society or a Credit Co-operative Society
13. 76 percent of the respondents expressed satisfaction regarding Transportation facilities. However Transport facilities is being provided only to Executives and not to Workers
14. 52 percent of the respondents have stated that Training and Development programmes should be conducted more often
15. 68 percent of the respondents have stated that they are only moderately aware of the various Welfare and Social Security provisions
16. 72 percent of the respondents have stated that the Labour Welfare Officer does not regularly visit the work place to communicate with the employees and workers and enquire about their problems
17. 64 percent of the respondents have expressed a negative opinion about the Trade Union in the factory. They have stated that the Trade Union representatives have a stubborn and non-cooperative attitude. They have stated that the Trade Unions do not maintain cordial relations with the management and misguide the members in a negative direction
18. 72 percent of the respondents have stated that the Inspectors from Factory Inspectorates should meet them during their visit and enquire about their grievances
19. 78 percent of the respondents have stated that there is no Structured Feed Back Mechanism to assess the satisfaction level of Employees/Workers regarding various Welfare and Social Security amenities being provided by the company
20. All Employees and Workers have agreed that providing good Welfare facilities will result in improved Motivation/Morale among employees and workers, help to achieve greater productivity, bring about Industrial Peace and remove Absenteeism and Employee/Labour Turnover apart from increasing the public image of the Company.

#### **IV. Suggestions:**

##### **Canteen Facilities:**

1. 52 percent of the respondents have stated that they are not satisfied with the quality of food served in the canteen and they have also stated that the taste of the food needs improvement. 56 percent of the respondents have stated that food served in the canteen has only a average effect on their health and productivity The Management should take steps to provide good quality food which is high in nutritional content to the employees and workers. Steps should also be taken to provide tasty food at the canteen. This will help to improve satisfaction, health and productivity of employees and workers.
2. 52 percent of the respondents have stated that service and seating arrangements in the canteen needs improvement. The Management should take steps to improve the service and seating arrangements in the canteen
3. 54 percent of the respondents have stated that improvement is needed in the area of Cleanliness and Hygiene in the canteen. The Management should take steps to improve the cleanliness and Hygiene in the Canteen. Procurement of Dish washing machines, Floor cleaning machines etc will greatly help to improve cleanliness and hygiene at the canteen. It should be made compulsory for people serving food to wear caps and gloves.



4. 66 percent of the respondents have stated that the Menu is very monotonous and more variety is needed in the menu. The Management should take steps to add variety to the menu so that employees and workers can be provided with different varieties of food along with side dishes in the canteen.
5. Respondents have also complained that sometimes there is shortage of food in the canteen. The Management should carefully plan the activities of the canteen to ensure that there is no shortage of food and avoid inconvenience to the employees and workers
6. Respondents have also complained that there is shortage of Plates, Glasses, Spoons etc. The Management should conduct proper planning and take steps to procure more number of Plates, Glasses, Spoons etc so that this kind of shortage is avoided in the future.

**Medical Facilities:**

1. All respondents have stated that there is only a part time Doctor in the Factory. It is advisable for the Management to appoint atleast two full time Doctors to deal with medical problems and emergencies in the Factory
2. Respondents have stated that apart from covering the employees, the existing Medical Insurance Policy should also cover the total family against medical problems. The Management can take steps to cover the entire family of the employee in the Mediclaim Policy
3. Respondents have stated that Injection, Glucose etc should be provided in the factory itself for sick employees and workers in case of emergency. Management should take steps to arrange for Injection, Glucose etc for sick employees in the factory itself avoiding the inconvenience of taking the sick employee to a hospital/clinic.

**Safety Facilities:**

1. 48 percent of the respondents have stated that they are only moderately aware of the Company's Safety measures/policies as required by the Factories Act. Steps should be taken by the management to create more awareness among employees and workers with respect to the various safety provisions.
2. 42 percent of the respondents have stated that more safety training programmes should be conducted by the management. Steps should be taken to conduct regular and periodical safety training programmes for employees and workers to ensure a safe workplace
3. Respondents have stated that there is no Safety Suggestion Scheme in the Factory. It is advisable for the Management to introduce Safety Suggestion Scheme with the best suggestions being rewarded. This will not only motivate employees and workers to come out with useful suggestions but it will also create a safe working environment in the factory

**Other Welfare Facilities:**

1. 62 percent of the respondents have stated that improvement is needed in the areas of Washing Facilities and Storing & Drying Facilities for Clothes. The Management should take immediate steps to improve the facilities pertaining to Washing, Storing and Drying facilities of clothes
2. 62 percent of the respondents have stated that improvement is needed in the areas of Rest Rooms for Employees and Workers. The Management should take steps to provide adequate number of Rest Rooms for Employees and Workers so that they can take a brief rest after long periods of work.
3. 65 percent of the respondents have stated that improvement is needed in the areas of Sports & Recreation, Libraries and Officers/Workers Clubs. The Management should take steps to bring about improvement in these areas
4. The Company appoints nearly 50 percent of their personnel on a contract basis. The Contract staff have expressed concern about Job Security and lack of Welfare facilities that is available to permanent staff. The Management should take steps to regularise the contract staff after a certain fixed period of service. The contract staff should also be given good welfare facilities.
5. The Company being a medium sized company is not providing Housing facilities to its employees but employees are getting House Rent Allowance. Although it may be difficult for small and medium sized companies to provide housing facilities on a large scale, it is recommended that the company provide housing facilities to employees and workers on a moderate scale.
6. The company is not providing Educational Facilities to the children of employees and workers. It is suggested that the company provide some Educational allowance/ Scholarship facility to employees and workers which can be used by employees/workers for the educational expenses of their children.
7. The company is not maintaining a Employees/Workers Co-operative Society or a Credit Co-operative society. It is suggested that the company provide these facilities atleast on a moderate scale considering that Essilor Manufacturing Company Pvt Ltd at Bengaluru is only a medium sized company

8. Majority of the employees have expressed satisfaction regarding the Transportation facilities provided by the company. However, Transportation facility is only being provided to Executives and not to Workers. It is suggested that this discrimination be stopped and Transportation facilities provided to all employees including workers.
9. 52 Percent of the respondents have stated that Training & Development programmes should be conducted more often. The Management should conduct Training & Development programmes more often and also sponsor employees/workers for training programmes which will help the employees and workers to obtain good knowledge about the latest trends in their respective work areas.
10. 68 percent of the respondents have stated that they are only moderately aware about the various Welfare and Social Security provisions. The HR department as well as the Supervisors should conduct awareness programs among employees and workers so that they become fully aware of various Welfare and Social Security provisions.
11. 72 percent of the respondents have stated that the Labour Welfare Officer does not regularly visit the workplace to communicate with the employees and workers and enquire about their welfare related problems. It is recommended that immediate steps should be taken by the Management to ensure that the Labour Welfare Officer regularly visits the workplace and communicates with employees and workers regarding their satisfaction level and needs regarding various Welfare and Social Security facilities
12. 64 percent of the respondents have given a negative opinion about the working of the Trade Union. Many respondents have stated that the Trade Union representatives have a stubborn and non co-operative attitude. They have also complained that the Trade Unions are not maintaining cordial relations with the management and are misguiding the members in a negative direction. It is suggested that the Trade Unions change their style of working.  
The Trade Unions should give up their stubbornness and develop a co-operative attitude. The Trade Unions should maintain cordial relations with the Management and guide their members in a positive direction so that all employees and workers get good welfare facilities from the management.
13. 72 percent of the respondents have stated that Inspectors from Factory Inspectorates should meet them during their visits to the factory and enquire about their grievances. Although it is not practical for Inspectors to meet all employees and workers individually, it is suggested that Inspectors meet employees and workers in a big room in the factory and interact with them.
14. 78 percent of the respondents have stated that there is no structured feedback mechanism to assess the satisfaction level of employees and workers regarding the various Welfare and Social Security amenities being provided by the company.  
It is recommended that the company introduce a structured feed back system which will help the management to know about the satisfaction level as well as the needs of the employees and workers regarding various welfare and social security amenities.

## **V. Conclusion:**

The Corporate World today is making an effort to recover and operate in the post-Covid era and the role of HR is becoming even more important in bringing the corporate world to a sense of normalcy. HR today is expected to not only develop Human Resources but also inculcate in the minds of the employees and Workers the vital concepts of stability and sustenance

The significance of Labour Welfare in Industrialisation and Economic Development has been recognised globally. It is a vital dimension of Industrial Relations which encompasses overall welfare facilities designed to take care of the well being of Employees and Workers and increase their living standard and also Quality of Work Life (QWL). A Detailed study has been conducted at Essilor Manufacturing India Pvt Ltd a French Multinational Company which manufactures Ophthalmic Lenses and Ophthalmic Optical Equipment located in Doddaballapur Taluk of Bengaluru Rural District. Primary Data has been collected from 100 respondents covering all departments and levels by administering a Structured Questionnaire. The study has revealed that the company is providing good Welfare and Social Security benefits to its Employees and Workers. However, there are a few areas where respondents have expressed dissatisfaction and partial satisfaction. If the suggestions given in the study are promptly and properly implemented it will further improve the already good welfare facilities being provided by the company leading to enhanced Productivity, Morale and Job Satisfaction among Employees and Workers.

### References:

- [1]. Acquinas.P.G. *Human Resource Management – Principles and Practice*, Vikas Publishing House, 2006
- [2]. Anand Pawar.I “Effectiveness of Employee Welfare Measures in Steel Industry – A case study of VSP”, *Summer Internship Society*, Vol 5, Issue 1, 2013, pp 13-18
- [3]. Asiya Choudary and Roohi Iqbal “An Empirical study on the effect of welfare measures on employee satisfaction in Indian Railways”, *International Journal of Research in Commerce and Management*, Vol 2, Issue 7, 2011, pp 130-137
- [4]. Deepali Kadam.S and Thakar.H.M “A Study on Health and Safety Measures with reference to selected Co-operative Sugar Factories”, *Indian Journal of Research in Management, Business and Social Sciences*, Vol 2, No 1, 2014, pp 117-121
- [5]. Dharam Paul “Labour Welfare Policy and Administration in Haryana – A Study”, *International Referred Journal*, Vol 2, Issue 25, 2011, pp 60-61
- [6]. Gary Dressler “*Human Resource Management*”, Tsinghua University Press, 1998
- [7]. Harikrishnan.G “A study on Labour Welfare Measures with special reference to Rubber Board of India”, *Global Journal of Commerce and Management Perspective*, Vol 3, No 4, 2014. pp 82-85
- [8]. Krishnaswamy.O.R and Ranganthan.M, “*Methodology and Research in Social Sciences*, Himalaya Publishing House, 2011
- [9]. Kumar.H.L “*Labour Laws Everybody Should Know*”, Universal Law Publishing House, 2018
- [10]. Mani Verma and Rajendran.A, “Labour Welfare Measures in Shasun Chemical Industry in Cuddalore in Tamil Nadu”, *International Journal of Scientific Research*, Vol 7, Issue 2, 2018, pp 47-49
- [11]. Manasa.B.R and Krishna Naik.C.N “Employee Welfare Measures – A Study on Cement Corporation of India Units in Thandur and Adilabad”, *International Research Journal of Engineering and Technology*, Vol 2, No 9, 2015, pp 219-226
- [12]. Meenakshi Gupta “Labour Welfare and Social Security in the Unorganised Sector”, *Deep and Deep Publications*, 2007
- [13]. Muna Kalyani “Unorganised Workers – A Core Strength of Indian Labour Force- An Analysis”, *International Journal of Research in Business Studies and Management*, Vol 2, No 12, 2015, pp 44-56.
- [14]. Nawaz Nishad “Effectiveness of Employee Welfare Facilities in Aduodi based Manufacturing Industry”, *International Journal of Scientific and Technology Research*, Vol 8, No 11, 2019, pp 408-412
- [15]. Puneekar.S.D “Labour Welfare, Trade Unionism and Industrial Relations”, Himalaya Publishing House, 2019
- [16]. Rajashekhar.D and Krishna Sudheer.A “A Study on Labour Welfare Measures in Private Enterprises of Ambattur Industrial Estate, Chennai”, *International Journal of Civil Engineering and Technology*, Vol 8, Issue 11, 2017, pp 644-651
- [17]. Ravindra.K.B “A Study on Labour Welfare Practices in selected Domestic and Multinational Manufacturing Organisations in Bengaluru”, Tumkur University, 2019.
- [18]. Sahni.N.K “Labour Welfare and Social Security”, Kalyani Publishers, 2011
- [19]. Saravanavel.P and Nagarajan.R “Labour Laws”, Himalaya Publishing House, 2017
- [20]. Srinivasan.R and Samarthakani.S “Evaluating Labour Welfare Measures at Perambalur Sugar Mills Ltd, Eraiyyur, Perambalur District”, *Global Research Analysis (GRA)*, Vol 2, Issue 2, 2013, pp 21-27
- [21]. Srinivas.K.T “A Study on Employee Welfare Facilities adopted at Bosch Ltd, Bengaluru”, *Research Journal of Management Sciences*, Vol 2(12), 2013, pp 7-11
- [22]. Veluswamy.M “Labour Welfare - Legislation and Social Security”, Dominant Publishers and Distributors, 2014
- [23]. [www.citehr.com](http://www.citehr.com)
- [24]. [www.essilor.com](http://www.essilor.com)
- [25]. [www.google.com](http://www.google.com)
- [26]. [www.hrmanagement.com](http://www.hrmanagement.com)